

Department of Defense

CIVILIAN MANPOWER STATISTICS

September 30, 1994



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Department of Defense

# CIVILIAN MANPOWER STATISTICS

SEPTEMBER 30, 1994

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Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)

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## **FOREWORD**

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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A-1

## TABLE OF CONTENTS

	<u>Page</u>
Table 1      DoD Civilian Employment, by Function and Employment Status, According to Defense Component - September 30, 1994.....	1
Table 2      Trends in DoD Civilian Employment Subject to OMB Ceiling, by Function, Employment Status, and Defense Component.....	2
Figure 1      Trends in DoD Direct Hire Civilian Employment/FY91 - FY94, Military and Civil Functions.....	3
Figure 2      Trends in DoD Indirect Hire Civilian Employment/FY91 - FY94, Military Functions.....	4
Table 3      DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function and Defense Component.....	5
Figure 3      DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Month & Defense Component.....	6
Table 4      DoD Direct and Indirect Hire Civilian Personnel, by Component, (Excluding the Military Departments) - September 30, 1994.....	7
Figure 4      DoD Direct and Indirect Hire Civilian Employment, by Component - September 30, 1994.....	8
Table 5      DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - September 30, 1994.....	9
Table 6      DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1994.....	10
Table 7      DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - September 30, 1994.....	11
GLOSSARY .....	13

TABLE 1

**DOD Civilian Employment, by Function and Employment Status,  
According to Defense Component - September 30, 1994**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	890,836	278,522	266,073	196,077	150,164
DIRECT HIRE	844,168	252,559	255,667	188,434	147,508
INDIRECT HIRE	46,668	25,963	10,406	7,643	2,656
TOTAL EMPLOYMENT	896,578	279,526	268,836	197,230	150,986
DIRECT HIRE	849,910	253,563	258,430	189,587	148,330
INDIRECT HIRE	46,668	25,963	10,406	7,643	2,656
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,959	27,958	0	1	0
TOTAL EMPLOYMENT	29,741	29,740	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	918,795	306,480	266,073	196,078	150,164
DIRECT HIRE	872,127	280,517	255,667	188,435	147,508
INDIRECT HIRE	46,668	25,963	10,406	7,643	2,656
TOTAL EMPLOYMENT	926,319	309,266	268,836	197,231	150,986
DIRECT HIRE	879,651	283,303	258,430	189,588	148,330
INDIRECT HIRE	46,668	25,963	10,406	7,643	2,656

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management, Federal Personnel Manual System Supplement 298-2, Subchapter 5.3, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS						LAST 3 MONTHS		
	30 SEP 90	30 SEP 91	30 SEP 92	30 SEP 93	31 JUL 94	31 AUG 94	30 SEP 94	30 SEP 94	30 SEP 94
MILITARY FUNCTIONS									
DIRECT HIRE a/	1,073,227	1,044,300	1,003,209	935,875	901,956	897,846	890,836		
INDIRECT HIRE b/	997,197	974,169	942,516	884,216	854,806	851,062	844,168		
ARMY	76,030	70,131	60,693	51,659	47,150	46,784	46,668		
DIRECT HIRE	382,058	366,948	333,691	295,032	285,202	282,018	278,522		
INDIRECT HIRE	53,370	48,405	39,002	30,211	26,252	26,114	25,963		
NAVY	342,101	329,592	309,490	285,934	270,322	268,091	266,073		
DIRECT HIRE	331,982	319,421	299,396	275,596	260,016	257,785	255,667		
INDIRECT HIRE	10,119	10,171	10,094	10,338	10,306	10,306	10,406		
AIR FORCE	249,862	233,491	214,796	201,991	200,107	197,426	196,077		
DIRECT HIRE	238,831	223,319	206,144	193,745	192,408	189,744	188,434		
INDIRECT HIRE	11,031	10,172	8,652	8,246	7,699	7,682	7,643		
OTHER DoD ORGANIZATIONS c/	99,206	114,269	145,232	152,918	146,325	150,311	150,164		
DIRECT HIRE	97,696	112,886	142,287	150,054	143,432	147,629	147,508		
INDIRECT HIRE	1,510	1,383	2,945	2,864	2,893	2,682	2,656		
CIVIL FUNCTIONS a/ (ALL DIRECT HIRE)									
ARMY	27,258	28,252	29,474	28,535	28,941	29,035	27,959		
AIR FORCE	27,257	28,251	29,473	28,534	28,940	29,034	27,958		
TOTAL MILITARY AND CIVIL FUNCTIONS									
DIRECT HIRE a/	1,100,485	1,072,552	1,032,683	964,410	930,897	926,881	918,795		
INDIRECT HIRE b/	1,024,455	1,002,421	971,990	912,751	883,747	880,097	872,127		
	76,030	70,131	60,693	51,659	47,150	46,784	46,668		

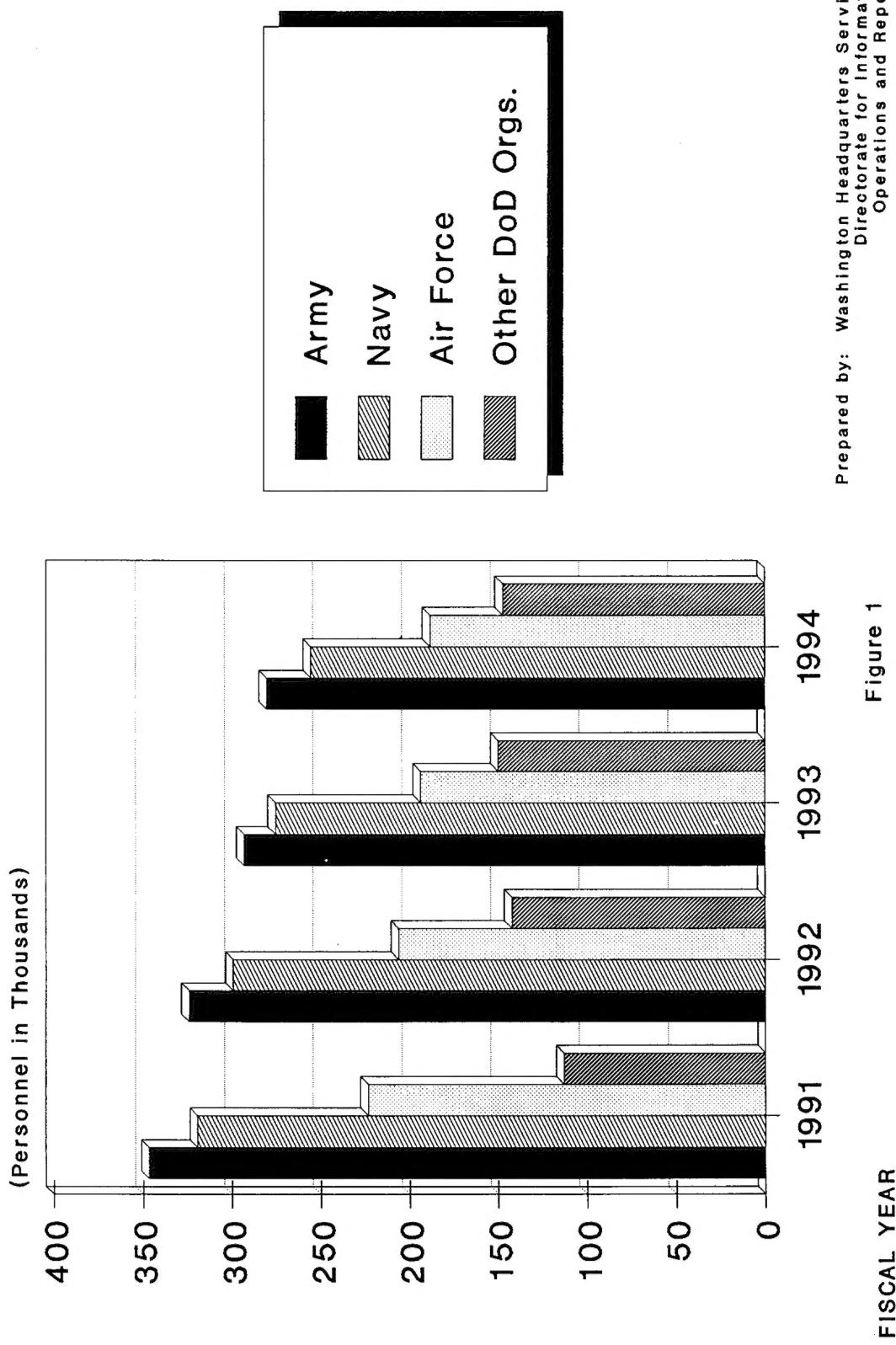
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

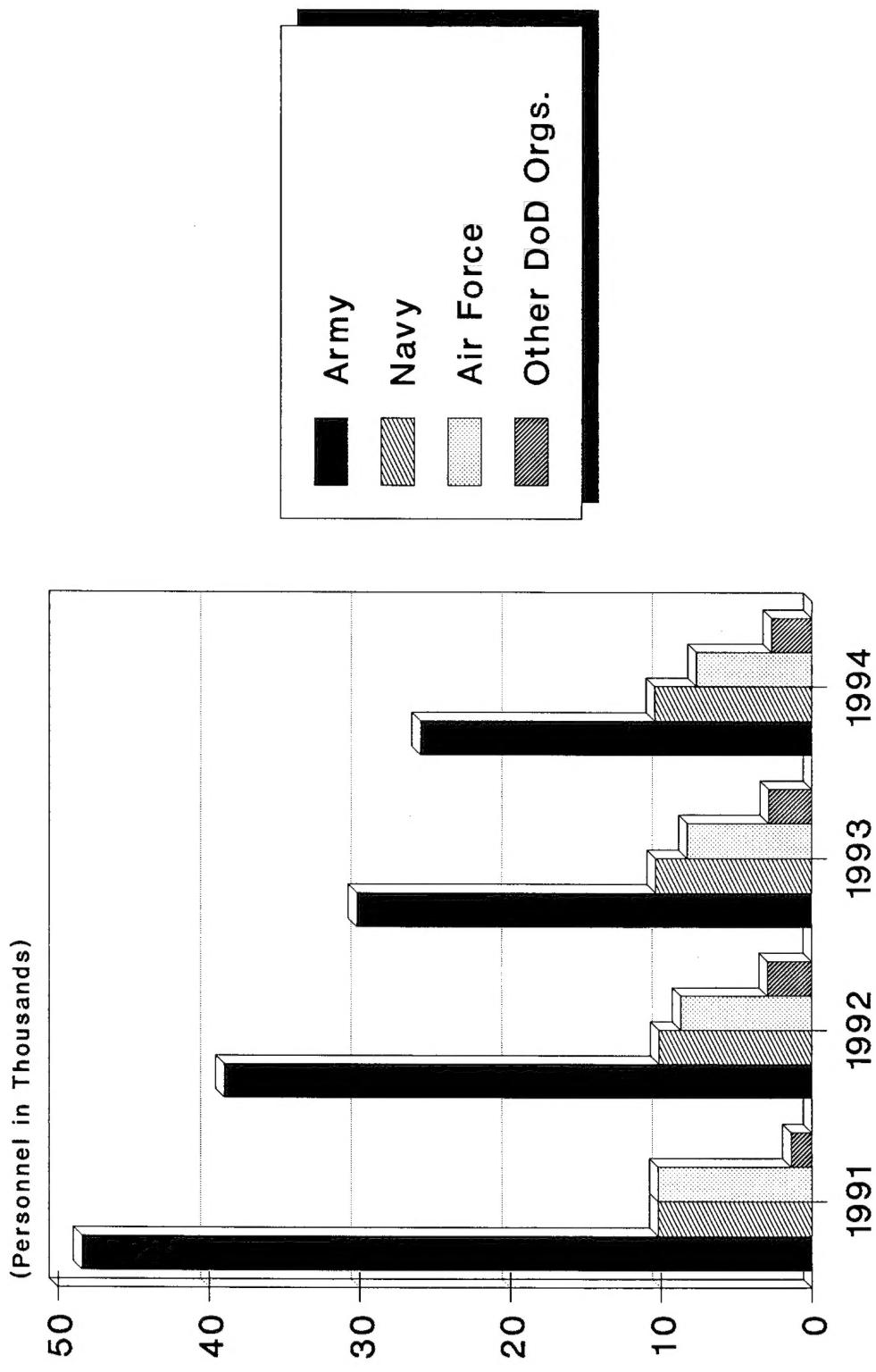
c/See Glossary for a list of Other DoD Organizations.

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# TRENDS IN DOD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



## TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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Operations and Reports

Figure 2

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH			FULL - TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 94	31 AUG 94	30 SEP 94	30 SEP 94	31 JUL 94	31 AUG 94	30 SEP 94	31 JUL 94	31 AUG 94
MILITARY FUNCTIONS	854,806	851,062	844,168	918,406	771,146	773,818	769,025		
ARMY	258,950	255,904	252,559	293,577	226,019	225,489	224,664		
NAVY	260,016	257,785	255,667	268,399	244,523	242,547	240,986		
AIR FORCE	192,408	189,744	188,434	201,521	176,179	175,852	174,989		
OSD & ORGANIZATIONS SERVICED b/	4,921	4,766	4,759	5,147	4,601	4,590	4,600		
DCPMS	317	326	327	408	310	320	320		
DeCA	18,978	18,733	19,420	19,295	9,851	9,886	9,895		
DCAA	5,342	5,307	5,229	5,410	5,228	5,208	5,127		
DFAS	25,072	25,132	24,257	25,008	23,419	23,513	22,848		
DISA	8,409	8,235	8,162	9,098	8,052	7,973	7,898		
DIS	3,114	3,114	3,107	3,280	3,024	3,026	3,018		
DLA	55,982	55,648	54,644	56,519	54,014	53,815	52,979		
DMA	7,486	7,418	7,351	7,518	7,259	7,229	7,183		
DNA	554	555	555	678	528	529	528		
DSA c/	507	506	509	526	472	474	475		
DoDEA	9,957	15,133	16,412	16,579	5,226	10,912	11,001		
DoD IG	1,628	1,625	1,683	1,558	1,593	1,602	1,666		
DICA d/				2,486					
OSIA	317	291	292	360	270	274	277		
USUHS	848	840	801	1,039	578	579	571		
CIVIL FUNCTIONS	28,941	29,035	27,959	N/A	25,997	26,177	26,032		
ARMY	28,940	29,034	27,958	1	25,996	26,176	26,031		
AIR FORCE	1	1	1	1	1	1	1		
TOTAL MILITARY AND CIVIL FUNCTIONS	883,747	880,097	872,127	N/A	797,143	799,995	795,057		

a/ See the Glossary for Component names.

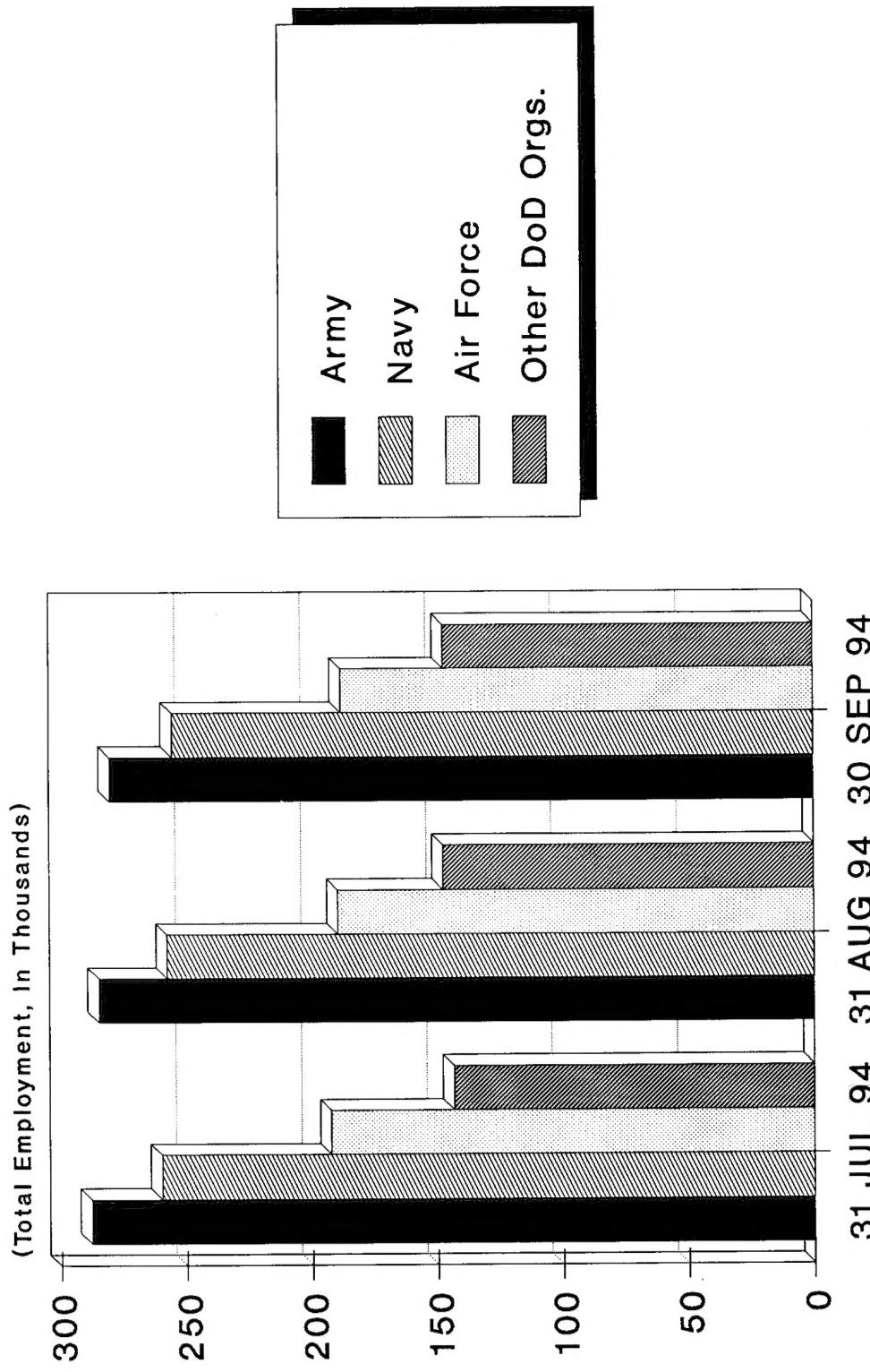
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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 Directorate for Information Operations and Reports

**DoD DIRECT HIRE CIVILIAN PERSONNEL  
SUBJECT TO OMB CEILING, BY MONTH &  
DEFENSE COMPONENT**



Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

Figure 3

TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) – September 30, 1994 a/**

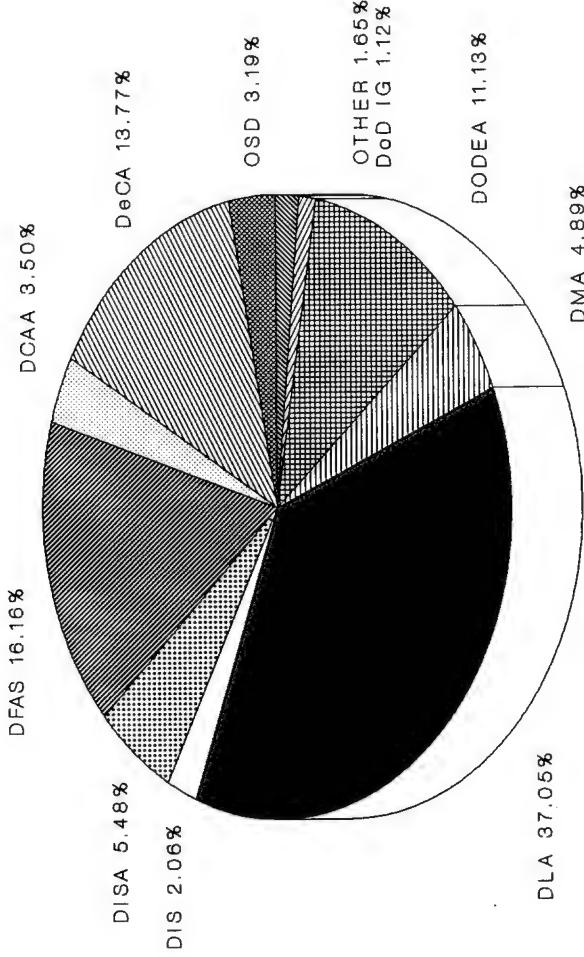
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>		<b>INDIRECT HIRE CIVILIANS</b>	
		<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4,819 327 20,795	4,810 327 19,430	9 0 1,365		
DEFENSE CONTRACT AUDIT AGENCY	5,284	5,279	5		
DEFENSE FINANCE AND ACCOUNTING SERVICE	24,404	24,404	0		
DEFENSE INFORMATION SYSTEMS AGENCY	8,275	8,255	20		
DEFENSE INVESTIGATIVE SERVICE	3,117	3,117	0		
DEFENSE LOGISTICS AGENCY	55,941	55,073	868		
DEFENSE MAPPING AGENCY	7,381	7,381	0		
DEFENSE NUCLEAR AGENCY	555	555	0		
DEFENSE SUPPORT ACTIVITIES	510	510	0		
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	16,800	16,412	388		
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,685	1,684	1		
ON-SITE INSPECTION AGENCY	292	292	0		
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	801	801	0		
<b>TOTAL</b>	<b>150,986</b>	<b>148,330</b>	<b>2,656</b>		

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of organizations serviced by OSD.

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**DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT, BY COMPONENT  
SEPTEMBER 30, 1994**



**Excludes Military Departments**

**FIGURE 4**

Washington Headquarters Services  
Directorate for Information  
Operations and Reports

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - September 30, 1994 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	<b>879,651</b>	<b>283,303</b>	<b>258,430</b>	<b>189,588</b>	<b>148,330</b>
<b>BY STATUS</b>					
FULL-TIME	854,940	277,064	255,240	187,401	135,235
PART-TIME	19,216	5,101	2,821	2,036	9,258
INTERMITTENT	5,495	1,138	369	151	3,837
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	747,740	230,815	239,921	153,006	123,998
EXCEPTED AND SES	131,911	52,488	18,509	36,582	24,332
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	806,629	253,847	243,650	175,979	133,153
TEMPORARY/INDEFINITE	73,022	29,456	14,780	13,609	15,177
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	861,003	272,714	254,972	186,417	146,900
NON-CITIZENS	18,648	10,589	3,458	3,171	1,430
<b>BY LABOR CATEGORY</b>					
SALARIED	648,424	218,782	180,227	126,341	123,074
WAGE BOARD	231,227	64,521	78,203	63,247	25,256

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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Directorate for Information Operations and Reports

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - September 30, 1994 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a /	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b /
WORLDWIDE TOTAL	879,651	283,303	258,430	189,588	148,330
UNITED STATES	817,347	257,170	246,523	181,043	132,611
BY LOCATION					
WASHINGTON, D.C., SMSA c /	84,647	24,227	34,314	5,814	20,292
REMAINDER OF U. S.	732,700	232,943	212,209	175,229	112,319
BY LABOR CATEGORY					
SALARIED	595,936	196,223	172,122	118,746	108,845
WAGE BOARD	221,411	60,947	74,401	62,297	23,766
BY CITIZENSHIP					
U. S. CITIZENS	816,918	256,922	246,424	181,027	132,545
NON-CITIZENS	429	248	99	16	66
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,880	1,254	4,499	862	1,265
WAGE BOARD					
BY CITIZENSHIP					
U. S. CITIZENS	4,379	883	2,163	421	912
NON-CITIZENS	3,501	371	2,336	441	353
BY CITIZENSHIP					
U. S. CITIZENS	7,863	1,249	4,489	860	1,265
NON-CITIZENS	17	5	10	2	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	54,424	24,879	7,408	7,683	14,454
WAGE BOARD					
BY CITIZENSHIP					
U. S. CITIZENS	48,109	21,676	5,942	7,174	13,317
NON-CITIZENS	6,315	3,203	1,466	509	1,137

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component – September 30, 1994**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGNS. a/
BELGIUM	742	695	0	2	45
GERMANY	24,560	19,345	0	3,642	1,573
GREECE	23	0	0	8	15
GUAM	4	0	4	0	0
JAPAN	17,226	3,283	9,342	3,850	751
KOREA	2,342	2,342	0	0	0
LUXEMBOURG	21	21	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	371	269	0	61	41
SPAIN	1,206	8	1,060	80	58
TURKEY	1	0	0	0	1
UNITED KINGDOM	168	0	0	0	168
<b>TOTAL</b>	<b>46,668</b>	<b>25,963</b>	<b>10,406</b>	<b>7,643</b>	<b>2,656</b>

a/See the Glossary for a list of Other DoD Organizations.

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## **GLOSSARY**

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemetery workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign Governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

- \*Office of the Secretary of Defense (OSD)
- \*Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \*U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- \*\*Defense Support Activities (DSAs)

Department of Defense Agencies:

- \*Advanced Research Projects Agency (ARPA)
- \*Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \*Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \*Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

NOTE: \*Organizations serviced by OSD.

\*\*Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*\*Defense Civilian Personnel Management Service (DCPMS)
- \*Defense Medical Programs Activity (DMPA)
- \*Defense Prisoner of War/Missing in Action Office (DPMO)
- \*Defense Technology Security Administration (DTRA)
- Department of Defense Education Activity (DoDEA)
- \*\*\*Drug Interdiction and Counter-Narcotics Account (DICA)
- \*Office of Civilian Health and Medical Program  
for the Uniformed Services (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE:

\*Organizations serviced by OSD.

\*\*Organization serviced by DLA.

\*\*\*Organization serviced by Military Services and selected DoD organizations.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Falls Church, Fairfax, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)